

Subject: Year-end bonuses

From: Ellen Riotto <ellen@southpark.la>

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To: "Daniel Taban (daniel@jadeent.com)" <daniel@jadeent.com>, Robin Bieker <robin@biekerco.com>, Robert Buente <bbuente@1010dev.org>, Channing Henry <channing@almadevelopment.com>

All,

It's that time of year! In the past, the BID has given staff end-of-year bonuses of 5% of salary. Here are my recommendations and notes. Please let me know if you have questions/comments.

Current salary

Last raise

Suggested bonus

Notes

Wallis Locke

\$70,000.00

12/1/18

\$4,250.00

WL's salary is still lower than where I'd like her to be, based on the competitive landscape in the industry and her specific contributions to the BID. Her bonus should be calculated on her current salary, not on gross annual earnings. That would put her at \$3,500. However, Wallis' contributions are equal in value (if not more valuable) than Josh's, so my recommendation is to sum their 5%s (\$3,500 for WL, \$5,000 for Josh = \$8,500) and split (\$4,250).

Josh Kreger

\$100,000.00

10/1/17

\$4,250.00

JK received a \$15k raise on 10/1/17. 2017 year-end bonus was \$5,000 (looking back, we should have calculated is based on gross annual earnings instead of current salary).

Lulu Woldemariam

\$65,000.00

Year-end bonuses

NA

\$2,085.41

Start date was 5/8/18 - bonus should be calculated based on gross annual earnings (\$41,708.28)

Ellen Riotto

\$131,250.00

9/1/18

\$6,562.50

Annual raise was scheduled to begin effective 6/1/18, but did not happen until 9/1/18

Ellen Riotto

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